

AC - 056

NAF PAY SYSTEM

PAY REPORT

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The rates for schedule 001-01, effective the first day of the first pay period beginning on or after November 22, 2002, were based on the initial survey results for Santa Clara, California. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase is effective the first day of the first pay period beginning on or after January 1, 2003.

SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY</u> <u>JOB TITLE</u>	<u>WEIGHTED</u> <u>MATCHES</u>	<u>AVERAGE</u>	<u>RANGE</u> <u>HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	1195	8.99	13.38	7.15
CASHIER-CHECKER	589	8.71	12.73	7.25
CUSTOMER SERVICE ASST	28	9.48	13.75	8.45
OFFICE CASHIER	48	10.60	15.12	8.07
TELLER	720	10.91	15.00	9.00
DATA ENTRY CLERK	7	9.21	10.00	7.50
RECREATION ATTENDANT	5	8.93	10.88	7.50
DESK CLERK	144	10.42	12.00	9.25
NF - 2				
HEAD SALES PERSON	477	11.37	18.59	9.40
STORE DETECTIVE	80	10.85	15.17	9.00
HEAD CUSTOMER SVC ASST	62	13.20	19.00	10.01
PAYROLL CLERK	13	14.60	16.92	12.16
SECRETARY	100	14.13	17.00	9.25
ACCOUNTING TECHNICIAN	121	13.71	18.05	10.02
NF - 3				
DEPARTMENT MANAGER	181	13.71	15.81	12.08
EXECUTIVE SECRETARY	50	18.28	22.52	14.00
BOOKKEEPER	34	16.94	19.85	14.29

WAGE AREA : #056 Santa Clara, California
ORDER DATE : September 16, 2002
SURVEY : #017/001-02